



## Pro-Worker Innovation Policy in Transportation

The Transport Workers Union of America (TWU) and our members have always been at the forefront of transportation innovation. We believe that the value of new technologies must be measured against the following core set of principles:

1. Their effect on maintaining and expanding high quality jobs
2. Achieving the highest levels of safety and security
3. Ensuring that our transportation systems are equitable, accessible, and reliable

Some transportation technologies present threats to the number and quality of jobs in our economy. However, many of these same innovations hold the potential to create major gains for workers in safety, job security, and pay & benefits if they are overseen and implemented in pro-worker ways.

Rather than ignore these changes or accept the worst possible outcome, leaders must prepare for new technologies before they create widespread economic pain. We have the power to control how technology will affect us and what role we want it to play in our future.

*We must act now* to influence how new technologies will be developed and deployed in the transportation sector. Policymakers should take the following steps to ensure the next generation of our economy is pro-worker, as well as pro-innovation.

- **Require transparent planning & reporting:** Require employers to inform their workforce prior to implementing new technologies that eliminate or change the nature of jobs. As a condition of government aid, require employers to report timelines for implementation of new technology; the number and types of jobs eliminated, affected, and created; budgets allocated for training and re-skilling the existing workforce to occupy any new or changed jobs; and to publish a workforce development plan detailing how they plan to transition existing workers to new jobs.
- **Maintain existing safety & security requirements:** Advance rigid and fully enforceable safety standards. Reject exemption and waiver applications for new technologies which fail to meet existing safety, labor, and environment standards. Require fail-safe systems that allow for human intervention when the technology fails.
- **Mandate workforce involvement in implementation:** Ensure that worker representatives are included in all technology-related government working groups and committees; require these groups to address job impact issues as part of their work. Clarify that implementation of new technology is a mandatory subject of bargaining.
- **Address cybersecurity & other new challenges:** Require that new technology be subject to strict cybersecurity requirements to prevent hacking and to ensure mitigation and remediation of cyber-attacks. Establish clear, uniform, and enforceable safety and security standards that address new challenges created by the technology itself.